

Anixter believes in the protection of human rights, and that all individuals should be treated fairly, and with dignity and respect. We are committed to integrating respect for human rights into our practice wherever we do business, either directly within our own global operations or throughout our supply chain. This commitment is reflected in our core values, as well as our Global Business Ethics and Conduct Policy, our Corporate Responsibility Report, and other related policies.

Anixter's Global Human Rights Principles formalizes our commitment to respecting human rights and embodies the common principles reflected in the United Nations (UN) Global Compact, of which Anixter has been a signatory since 2012, the Universal Declaration of Human Rights, and any relevant laws and regulations of the countries in which we operate.

Anixter prides itself as being an Equal Opportunity employer and having a zero-tolerance policy against unlawful discrimination. Internally, we have open door policies to promote reporting of any issues by our employees and a strong anti-retaliation policy. Employees can raise or report any human rights, human trafficking, retaliation or other ethical conduct questions, issues or concerns with their supervisor, the Human Resources Department, the Legal Department, or through our 24-hour Business Integrity Helpline, where applicable. For further information on the Business Integrity Line, or to report incidents anonymously, visit www.anixter.ethicspoint.com.

Incidents of human trafficking can also be reported to the U.S. Department of Health & Human Services' Global Human Trafficking Hotline at <https://humantraffickinghotline.org/report-trafficking>.

These principles apply to all Anixter employees, partners, suppliers, customers, and contractors, as well as support the human rights of all Anixter stakeholders.

Related materials:

[Anixter's Global Business Ethics and Conduct Policy](#)

[Supplier Code of Conduct](#)

[Corporate Responsibility Report](#)